

Legislative Summary School Personnel

- Prohibits school districts and charter schools from adopting policies that give employment retention priority to teachers based on tenure or seniority.
- States that SBE cannot require a school district superintendent or business manager to obtain state certification.
- Permits a school district governing board to set the qualifications for the superintendent of the district at a public meeting and requires all district superintendents to have a valid fingerprint clearance card.
- Prohibits school district employment contracts from including compensated days for *professional association activities*, but specifies that employees may use compensated leave time for any personal, professional, or other lawful purpose.
- Removes statutory deadlines by which a school district must offer a teaching contract or give notice of a general salary reduction.
- Eliminates the current prohibition against the salary reduction of a tenured teacher except under a general salary reduction applied equitably to all tenured teachers.
- Deletes the requirement for a school district to give a preferred right of reappointment to teachers in the order of original employment.
- Changes the effective date for dismissal or suspension without pay of a teacher from 30 days to 10 days after giving notice of the intent to dismiss or suspend.
- Reduces the amount of time given for a teacher to file a written request for a hearing regarding their dismissal or suspension without pay from 30 days to 10 days after receiving notice of the intent to dismiss or suspend.
- Reduces the amount of time a school district must allow a teacher to correct inadequate classroom performance from 85 days to 60 days after giving notice of inadequacy.
- Extends the timeframe by which a school district governing board must conduct a hearing requested by a teacher who has been dismissed or suspended without pay from at least 10 but no more than 25 days after the request is filed to at least 15 but no more than 30 days after the request is filed.
- Clarifies that retired teachers who return to work and are employed by a school district are not entitled to due process.